

Perry

Teamsters #238 (Police)

7/1/2005 6/30/2008

**AGREEMENT**

**BETWEEN**

**THE CITY OF PERRY**

**And**

**TEAMSTERS LOCAL UNION #238**

**JULY 1, 2005 -- JUNE 30, 2008**

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## **PREAMBLE**

This Agreement is entered into by the City of Perry, Iowa, hereafter referred to as the "City," and Teamsters Local Union No. 238, hereafter called the "Union".

## **ARTICLE 1 RECOGNITION**

The "Act" as used in this agreement is the Iowa Public Employment Relations Act.

The governing body charged with the administration of the Act, as provided by law, is the Iowa Public Employment Relations Board, hereinafter referred to as the "Board".

Pursuant to and in accordance with all applicable provisions of the Act and in recognition of the Board's certification of the Union, the City recognizes the Union during the term of this Agreement, as the sole and exclusive representative for all employees in the City included in the bargaining unit described as:

Included: All full time and part time police officers, sergeants, full time and part time dispatchers, and communication supervisors.

Excluded: All other classifications.

## **ARTICLE 2 UNION REPRESENTATION**

A. Bargaining. The Union may appoint a bargaining committee to represent the unit in all formal negotiations and/or discussions with the City. The Committee shall not exceed three (3) in number with one (1) alternate so designated.

B. Stewards. The Employer recognizes the need of the Union to designate job stewards and alternates from the employer's seniority list. It is agreed that while the Union may appoint as many stewards as it desires, not more than one individual at any one shall perform the duties of steward with respect to this Section and while on the employer's premises. The authority of the steward, and in his or her absence the alternates so designated by the Union, shall be limited to the following activities:

1. Transmission of such necessary messages and information as shall originate with and be authorized by the local and its officers, and the transmission of such messages shall be (1) on the steward's own time outside of his or her normal working hours, and (2) shall not interfere with, disrupt, or impede the normal work flow of those employees on duty.
2. Whenever a steward enters a work area for the purpose of investigating a complaint or grievance, the supervisor of that area must be so notified and informed of the nature of the problem. Any such investigation shall be accomplished in such a manner as to avoid interference with the Departmental operations and the performance of any employee's job duties.

C. Solicitation. The Union agrees there will be no solicitation for membership, collection of union fees, fines, or assessments, meetings or other union activities on City time except as set forth in this Article. The Union will take reasonable measures to assure that such representatives are knowledgeable of their respective responsibilities.

## **ARTICLE 3 USE OF BULLETIN BOARDS**

The City will provide reasonable space for official Union business, on each bulletin board in each work area of the unit. Use of the board shall be limited to the following general types of notices.

1. Listing of Union officers and officials.

2. Union meetings.
3. Union elections.
4. Necessary and proper Union business and information.

#### **ARTICLE 4** **UNION DUES AND CHECKOFF**

Upon receipt of a lawfully executed written authorization from an employee, which may be revoked in writing at any time by giving thirty (30) days written notice, the City agrees to deduct the regular monthly union dues from the paycheck of each employee every month, and remit such deductions by the fifteenth (15) day of the succeeding month to the business address of the Union with an accompanying list of employees from whom payroll deductions were made. The union will notify the City in writing of the exact amount of such regular membership dues to be deducted. The City shall require a minimum of thirty (30) days and a maximum of sixty (60) days from the receipt of the written authorization before the first deduction can be made.

The Union agrees to indemnify and hold the City harmless against any and all claims, suits, orders or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer. The Union agrees to pay all costs involved in implementation of Dues Checkoff.

#### **ARTICLE 5** **SENIORITY**

- A. Seniority  
Seniority shall be the continuous length of service with the Employer from the last date of hire excluding all unpaid leaves of absence.
- B. Seniority List  
The seniority list on the date of this Agreement shall show the name and job classification of all bargaining unit employees. The Employer shall update seniority lists no less than once every year.
- C. Loss of Seniority Rights  
An employee shall lose his/her seniority rights and the employment relationship shall be broken and terminated under the following conditions.
  1. Quits or retires.
  2. Engages in other work while on paid leave of absence, except for vacation and holidays, gives false reason for obtaining a leave of absence, or overstays a leave of absence, unless evidence satisfactory to the Employer is present, clearly establishing that the employee was physically unable to give notice or return.
- D. Resolving Conflicts in Seniority  
Where two (2) or more employees are appointed to permanent positions in the same bargaining unit on the same day, conflicts of seniority shall be resolved by the last four (4) digits of the employee's Social Security number, with the employee having the lower number being considered as having the greater seniority.
- E. Probationary Employees  
A new Police Officer shall be on probation and have no seniority rights or resource to the grievance procedure for a period of nine (9) months, or two (2) full months following graduation from the Iowa Law Enforcement Academy, whichever is the longer period, from the date he/she commences work in a permanent position, and if retained, seniority shall be calculated from the last date of hire or rehire.  
  
A new dispatcher shall be on probation and have no seniority rights or resource to the grievance procedure for a period of six (6) months from the date he/she commences work in a permanent

position, and if retained, seniority shall be calculated from the last date of hire or rehire.

An employee transferred to another position shall have a probationary period of not more than one (1) calendar month. This time period may be extended by mutual agreement between the employee and the Employer.

Any employee may be terminated during the probationary period without right of appeal.

Upon satisfactory completion of the probationary period, the employee shall be entitled to all the rights and privileges granted regular employees and the terms of employment shall start as of the last date of employment. (Employment status: Probationary, Regular Part-Time, Regular Full-Time.)

## **ARTICLE 6**

### **GRIEVANCE PROCEDURE**

A grievance shall be defined as a dispute or disagreement raised by an employee against the Employer involving the application of an Article of this Agreement. Other disputes or disagreements which do not involve the application of an Article of this Agreement, including matters as to which other means of resolution are provided, or foreclosed by this Agreement, or by statute or administrative procedures applicable to the Employer, shall not be considered contract grievances. Grievances as herein defined shall be processed in the following manner:

- Step 1** An employee shall discuss orally with his/her immediate supervisor citing the article(s) of this Agreement allegedly violated. The discussion shall occur within five (5) work days of the incident causing the grievance. But, in no case shall a grievance be discussed thirty (30) calendar days after the alleged grievance occurred. The immediate supervisor shall give a response within five (5) work days.
- Step 2** If the answer from the immediate supervisor is not satisfactory, the employee shall present, in writing, stating the specific provision(s) of this Agreement allegedly violated, to the Department Head within five (5) work days after the response of the immediate supervisor. The Department Head shall respond to the employee in writing within five (5) work days from receiving the written allegation.
- Step 3** If the grievance is not settled in accordance with the foregoing procedure, the grievant shall, within five (5) work days after receipt of the answer from the Department Head present the grievance in writing to the Employer or their designee. The City Council or their designee shall meet with and respond to the grievant within five (5) work days.
- Step 4** If the grievance is not settled in accordance with the foregoing procedure, the grievant, with the approval of the Union may appeal said response to arbitration. Said appeal shall be within ten (10) work days after receipt of the response from the City Council or their designee and given in writing to the City Council or their designee.

After notifying the Employer of the referral of a case to arbitration, the parties shall meet within seven (7) calendar days to select an arbitrator or to request the Public Employment Relations Board to furnish a suggested list of names of seven (7) arbitrators from which the parties may select one (1) arbitrator. Such selection will be by agreement, if possible, otherwise by the parties alternately eliminating one name from the list. The remaining name shall be designated arbitrator.

The arbitrator shall have no right to amend, modify, ignore, add to, or subtract from the provisions of this Agreement. He shall consider and decide only the specific issue submitted to him or her in writing by grievant and Employer, and shall have no authority to make his/her decision on any other issue not so submitted. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modify or vary in any way the application of law, rules or regulations having the force and effect of law. The arbitrator shall submit in writing his/her decision within twenty (20) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The arbitrator's decision shall be based solely upon his/her interpretation of the meaning or application of the expressed terms

of this Agreement of the fact of the grievance presented.

No decision of an arbitrator or of the Employer in any grievance case shall create the basis for retroactive adjustment, or other adjustment, in any other case.

No arbitrator shall decide more than once grievance on the same hearing or series of hearings except by mutual agreement between the parties.

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of preparation and presentation for arbitration.

## **ARTICLE 7**

### **REDUCTION IN FORCE**

In the event a reduction in force, layoff shall be accomplished within job classes in the following sequence:

1. Probationary employees,
2. Regular Part-Time employees;
3. Regular Full-Time employees.

Layoff will be based on qualifications and performance. When qualifications and performance are equal among regular full-time employees, seniority within the layoff unit shall rule. The Employer shall give reasons for the layoff decision in writing to the affected employee(s) and Local Union President.

Employees shall be returned to work within the job classification from which they were laid off in reverse order, if they are qualified to perform the work available. Probationary employees have no recall rights. Employees shall be eligible for this recall for one (1) year from the effective date of their reduction in force. Employees to be recalled after being on layoff shall be notified as far in advance as possible by notice in writing sent by certified mail, return receipt requested, to the last address shown on the employee's record.

## **ARTICLE 8**

### **HOURS OF WORK AND OVERTIME**

#### **A. Hours**

1. The City shall establish and post the hours of work within groups and shifts as determined by it to best provide the service to be rendered and to accommodate the public being served. Officers and dispatchers, except the Dispatch Supervisor, will be assigned on the basis of six (6) work days on and three (3) days off schedule.
2. Nothing herein shall be construed as a guarantee of the number of hours of work per day or per week, or the number of days per week.
3. A normal shift for police officers shall consist of eight (8) hours paid time. Police officers shall take a one-half (½) hour paid lunch break while on tour of duty.
4. A normal shift for dispatches shall consist of eight (8) hours of paid time. Dispatchers shall take a one-half (½) hour paid lunch break on premises while on tour of duty.

#### **B. Overtime**

1. Nothing herein shall be construed as a limitation on the Employer's rights to require overtime as conditions warrant.
2. Employees shall be credited for overtime by compensatory time or pay at time and one-half for work performed in excess of ten (10) hours per day or one hundred sixty (160) hours in a twenty-eight day cycle.

The City shall, at any time, have the right and option to assign use of or to buy back a

bargaining unit member's accumulated compensatory time down to a protected level of four (4) days for any individual employee.

C. Court Appearances

All bargaining unit personnel who are called to Court for Perry police work related matters when off duty shall be paid additional compensation or credit with compensatory time as follows:

1. Phone Hearing - 1 hour
2. Perry Magistrate Court - 2 hours
3. Adel Magistrate Court - 3 hours
4. District Court - 4 hours

Employees who are required to drive their own personal vehicle to attend court hearings shall be compensated at the rates set forth by the I.R.S.

**ARTICLE 9**  
**VACATIONS AND HOLIDAYS**

A. Vacation

Upon completion of a full time employee's probationary period the employee will accumulate vacation time as follows:

Years of employment:

- 1 through 6 years the employee will accumulate 3.08 hours per pay period.
- Upon completion of the 6<sup>th</sup> year and at the beginning of the 7<sup>th</sup> year the employee will begin to accumulate 4.62 hours per pay period.
- Upon completion of the 13<sup>th</sup> year and at the beginning of the 14<sup>th</sup> year the employee will begin to accumulate 6.15 hours per pay period.
- Upon completion of the 20<sup>th</sup> year and at the beginning of the 21<sup>st</sup> year the employee will begin to accumulate 7.09 hours per pay period.

1. Vacations will be scheduled with the approval of the department head or administrator.
2. When an employee advances from one vacation schedule rate to another based upon continuous years of service, the new rate shall take effect on the employee's anniversary date (date of hire).
3. Probationary employees shall accrue vacation during their probationary period, but shall be ineligible for such vacation until they have become a regular employee and complete their probationary period.
4. Vacation leave shall not be used in units of less than one (1) hour increments.
5. When a holiday occurs during an employee's assigned vacation and the employee is regularly entitled to the holiday, it will not be counted as part of the vacation time.

B. Holidays

The following holidays will be observed by the City and hourly employees required to work on these days will be compensated at one and one-half (½) times the normal hourly pay. Salaried personnel required to work on these days will be compensated with 1 ½ time compensatory time off. When a holiday falls on a Saturday, the preceding Friday shall be granted. When a holiday falls on a Sunday, the following Monday will be granted. In order to be eligible for holiday pay, an employee must report to work on the last scheduled work day before the first scheduled work day after the holiday or be on vacation, jury duty, or bereavement leave. The following are observed holidays:



1. New Year's Day
2. Washington's Birthday (President's Day)
3. Memorial Day
4. Independence Day
5. Labor Day
6. Veteran's Day
7. Thanksgiving Day
8. Day Following Thanksgiving
9. Christmas Day
10. Floating Holiday
11. One Personal Day with prior approval from the employee's immediate supervisor.

As recognized Holidays occur each regular full-time employee will receive eight (8) hours regular straight time compensation. This will be paid either in cash or straight time compensatory time at the discretion of the City. However, each employee's wishes shall be considered in making that determination on an individual basis.

The employee who works a recognized Holiday shall be paid, in addition to the eight (8) hours noted above, time and one-half (1 ½) times their regular hourly pay rate for all time actually worked on the Holiday.

#### **ARTICLE 10 MILITARY LEAVE**

Full-time employees who are members of military reserve organizations will be granted leave in accordance with Iowa State Law.

#### **ARTICLE 11 JURY LEAVE**

Any employee who is called to serve on a jury will be compensated at regular pay for the work time lost while on jury duty. Compensation received by the employee for jury time, excluding mileage and meal allowance (per diem), will be turned over to the City.

#### **ARTICLE 12 INJURY LEAVE**

In the event that an employee is absent from work as a result of a job related injury that employee will be provided payment for time lost from work by the Workmen's Compensation policy. The Workmen's Compensation policy may not provide 100% payment for lost time from work. In this event, the employee may use accumulated sick time to make up for the difference between the Workmen's Compensation payment and regular pay during his/her absence.

#### **ARTICLE 13 BEREAVEMENT/FUNERAL LEAVE**

All employees will be allowed time off with pay in accordance with the following schedule:

up to four (4) days per occurrence for arrangements and/or attending the funeral of immediate family (Mother, Father, Sister, Brother, Son, Daughter, Spouse, significant other, or Grandparent of the employee); and shall, upon his/her request be granted an additional eight (8) hours which will be charged to the employee's sick leave bank. Additionally, up to two (2) days per occurrence of the funeral of Mother-in-law or Father-in-law; up to one-half (½) day for pallbearer or flower bearer for a local funeral and up to one (1) day for an out of town funeral. The administrator will review other requests and approve or disapprove on an individual basis based on the circumstances in each instance.

#### **ARTICLE 14**

#### **OTHER ABSENCES**

Employees who are going to be absent from work on a non-scheduled basis will notify their immediate supervisor or the administrator at least thirty (30) minutes prior to the start of the normally scheduled work period.

Any absence from work which is not detailed in this section of these Personnel Policies will be considered an unauthorized absence from duty. Any such unauthorized absence from duty will constitute reason for discipline.

Temporary leaves of absence without pay may be granted and renewed by the administrator for such periods of time for such reasons as he/she may consider justifiable. The department head and administrator in granting said leaves will indicate the terms and conditions under which it may be granted or canceled.

Temporary leaves of that absence with or without pay for training purposes or for any other objective related to the employee's work may be granted and renewed by the administrator and for such reasons as he/she may consider justifiable.

Leaves of absence without pay may be granted by the administrator for periods of time not to exceed two (2) months for any reason the administrator may consider to be to the benefit of the City, including, but not limited to, leaves of absence by reason of military duties, and by the reason of illness or disability not caused or induced by the actual performance or official duties, in cases where the employee has exhausted his accumulated sick leave. Any such leaves of absence so granted may be extended or renewed for additional periods of time not to exceed two (2) months for each extension.

Prior to allowing an employee to return to work from a leave of absence, the administrator may, if he deems it necessary, require any employee granted a leave of absence to submit to an examination by a physician(s) or other qualified person(s) selected by the City to determine the ability of such employee to fulfill his duties to the Municipality.

#### **ARTICLE 15**

#### **SICK LEAVE**

Full-time employees of the City of Perry shall earn sick leave at the rate of eight (8) hours per month (96 hours per year) of service but may not accrue a balance of more than 800 hours. City will buy back two (2) out of every eight (8) hours incurred after 7/1/02 for every instance of employee leaving employment with the City except termination of just cause.

There shall be two columns on the employee's pay stub. One column for unused sick leave prior to 7-01-02. And one column for hours of sick leave earned after 7-01-02. All hours of sick leave prior to 7-01-02 shall be taken first.

There shall be no payment for any unused sick leave upon the employee's retirement or separation from City employment.

Sick leave may be used for absence due to temporary disability caused by illness, injury, or pregnancy, or for exposure to contagious or communicable disease which may be transmitted to fellow employees. Any such absence will begin when the temporary disability or exposure will be so severe as to prohibit an employee from attendance at work and will cease when an employee is able to return to work. In cases where an employee has been absent on sick leave in excess of three (3) days, he/she shall, immediately upon return to work, submit a physician's statement that such absence was due to illness or other reasons which allow the use of sick leave.

Sick leave may also be used for a family emergency resulting from an illness or injury to an employee's spouse, children or other dependents residing in the employee's household. Such emergency must require the employee's presence at home or at the hospital. Up to three (3) days per year, used in at least one-half

(½) day intervals, may be used for family emergency. Requests for such leave for individuals not outlined here will be made to the administrator. The administrator will review such requests and approve or disapprove on an individual basis based on the circumstances in each instance.

The City of Perry reserves the right to investigate all the usage of sick leave and may hold full payment of said sick leave until said investigation is completed.

Should the City determine that an employee has not used sick leave in accordance with the above rules and regulations, payment may be denied. Sick leave shall automatically be denied in each instance where an employee fails to give at least thirty (30) minutes notice prior to the start of the employee's assigned shift.

The City may require an employee to submit to a doctor's certificate detailing the reason and duration of any absence, or the City may require that an employee be examined by a physician named by the City.

## **ARTICLE 16** **FAMILY AND MEDICAL LEAVE ACT**

Eligible bargaining unit employees are entitled to Family Medical Leave to the same extent and subject to the same terms and conditions as set forth in the Family Medical Leave Act of 1993. Leaves provided in this agreement for purposes permitted under the FMLA shall be concurrent with, rather than in addition to FMLA leave.

## **ARTICLE 17** **INSURANCE**

### **A. Health Insurance**

The City of Perry will provide Medical, Major Medical, Hospital, Loss-of-Time and Life coverage for its full-time employees and the full-time employee's dependents. The limits of the coverage to be paid by the City will be left to the discretion of the Mayor and City Council.

Coverage will begin after proper forms are completed and one (1) month of employment with the employer has been completed.

Each employee who elects family coverage shall contribute fifteen percent (15%) of the cost of the difference between the single and family coverage each month but not to exceed \$40.00 per pay period. The employee's contribution shall be made via regular payroll deductions each pay period.

### **B. Life Insurance**

The City will provide a \$10,000 employee, \$2,000 spouse life insurance policy for those eligible full-time employees.

### **C. Dental and Vision Insurance**

The City will provide Dental and Vision insurance coverage to regular full time employees and shall pay the full premium for the employee coverage. Employees who have dependent coverage under the Medical Insurance noted above must also cover those same dependents under this Dental and Vision plan. The City will pay fifty percent (50%) of the portion of the monthly premium which is designated for dependent coverage.

## **ARTICLE 18** **EVALUATIONS**

### **A. Annual Evaluation**

The Chief of Police or his designee will conduct an evaluation of all full-time and regular part-time personnel within the department on forms prescribed by the administrator. Evaluations will contain an evaluation of the employees performance since the previous evaluations. The evaluation will be reviewed orally with the employee and the form will provide an area for employee comment.

Evaluations will be used to provide formal written method of recognizing excellence, improving areas of deficiency, documenting progress on deficiencies and goals, and providing a method of constructive dialogue and exchange between employee and supervisor.

B. Evaluations a Part of Personnel File

Upon completion of an annual evaluation, which will include employee review and comment, said evaluation will be placed on file in the employee's personnel records.

**ARTICLE 19**  
**WAGES AND COMPENSATION**

A. Pay Periods

Employees of the Police Department will be paid on a biweekly basis.

B. Rates of Pay

Each full-time employee shall be compensated in accordance with the respective classification title and corresponding salary range set forth on Appendix A of this agreement.

C. Longevity Pay

To encourage continued employment with the City each employee will be compensated one (1) cent per hour for every consecutive full year of employment with the City. Longevity pay will begin after the first year.

D. Uniform Allowance

1. The City shall provide the following equipment at the time an Officer is initially employed:

- Shirts, summer - 4
- Shirts, winter - 3
- Ties - 3
- Name tag, collar pins, badge, patches
- Pants - 4 pair
- Shoes - 2 pair (1 summer, 1 winter)
- Coats - 1 winter, 1 light, 1 rain
- Hat - 1 Department-approved hat
- Protective Vest

2. The City will provide dispatchers with the following:

Full-time Dispatchers:

- 3 pants/skirts
- 3 short-sleeved shirts
- 1 pair of shoes
- 1 convertible coat
- Name tag, collar pins, badge and patches

Part-time Dispatchers:

- 2 pants/skirts
- 2 short-sleeved shirts
- 1 pair of shoes
- 1 coat
- Name tag, collar pins, badge and patches

3. All employees (officer/dispatcher) shall provide their own leather gear and under garments.

4. After one year of employment the City will provide officers with an annual credit of \$525.00

and dispatchers with an annual credit of \$200.00 to be used for ordering uniforms and work required equipment.

5. Any uniform damaged during working hours will be replaced by the City, except for normal wear.

E. Weapon

The City will provide each Police Officer the use of an approved weapon (pistol) during their term of employment. The weapon is City property and remains with the City upon an Officer's termination of employment.

F. Call Back Pay

Those employees who are called back to work after their regularly scheduled shift shall be guaranteed a minimum of one (1) hour at time and one-half pay. This provision does not apply to employees called in to work a full or partial shift to cover for an absent employee or as additional personnel unless the employee has worked the immediate prior shift and the additional work is not immediately contiguous to the prior shift.

- G. City provides recreation center membership for employees and their family including the weight room (free weights).

**ARTICLE 20**  
**GENERAL PROVISIONS**

A. Health and Safety

A safety committee comprised of one (1) union steward and the Chief of Police or his/her designee shall be established for the purpose of conducting periodic meetings in order to discuss and recommend safety procedures.

B. Part-time Employees

Part-time are employees who are normally scheduled to work at least twenty-one (21) hours per week but less than thirty-nine (39) hours per week. These appointments are for an indefinite period of time and without any guarantee of any number of work hours for any week, month or year. These employees are included in the bargaining unit and receive a negotiated hourly rate of pay and benefits as described elsewhere in this Agreement.

Part-time employees receive one-half (½) of the normal benefit for a regular full-time employee for Vacation, Holidays and Sick Leave.

**ARTICLE 21**  
**DURATION**

The Agreement shall be in effect for a period of three (3) years beginning July 1, 2005 and ending June 30, 2008.

IN WITNESS WHEREOF, the parties have signed this Agreement on the 21 day of February 2005.

CITY OF PERRY

BY: Vivian Shirley

BY: Dorlene [Signature]

BY: \_\_\_\_\_

TEAMSTERS LOCAL UNION NO. 238

BY: Rick Willett

BY: Daryl [Signature]

BY: \_\_\_\_\_

## APPENDIX A WAGE SCHEDULE

### Effective July 1, 2005

(3.0% INCREASE)

	<u>STEP 1</u> Hire	<u>STEP 2</u> 6 mos.	<u>STEP 3</u> 12 mos.	<u>STEP 4</u> 2 yrs.
Police Officer	\$ 15.57	\$ 16.94	\$ 17.41	\$ 18.32
Sergeant				\$ 19.25
Dispatcher	\$ 12.30	\$ 13.02	\$ 13.74	\$ 14.47
Comm Supvr.				\$ 14.77
Part-time Dispatcher	\$ 10.47	*	*	*

### Effective July 1, 2006

(ADD STEP 5 AT 2.5% ABOVE STEP 4)

	<u>STEP 1</u> Hire	<u>STEP 2</u> 6 mos.	<u>STEP 3</u> 12 mos.	<u>STEP 4</u> 2 yrs.	<u>STEP 5</u> 3 yrs.
Police Officer	\$ 15.57	\$ 16.94	\$ 17.41	\$ 18.32	\$ 18.78
Sergeant				\$ 19.25	\$ 19.73
Dispatcher	\$ 12.30	\$ 13.02	\$ 13.74	\$ 14.47	\$ 14.83
Comm Supvr.				\$ 14.77	\$ 15.14
Part-time Dispatcher	\$ 10.73	*	*	*	*

### Effective July 1, 2007

(ADD STEP 6 AT 2.5% ABOVE STEP 5)

	<u>STEP 1</u> Hire	<u>STEP 2</u> 6 mos.	<u>STEP 3</u> 12 mos.	<u>STEP 4</u> 2 yrs.	<u>STEP 5</u> 3 yrs.	<u>STEP 6</u> 4 yrs.
Police Officer	\$ 15.57	\$ 16.94	\$ 17.41	\$ 18.32	\$ 18.78	\$ 19.25
Sergeant				\$ 19.25	\$ 19.73	\$ 20.22
Dispatcher	\$ 12.30	\$ 13.02	\$ 13.74	\$ 14.47	\$ 14.83	\$ 15.20
Comm Supvr.				\$ 14.77	\$ 15.14	\$ 15.52
Part-time Dispatcher	\$ 11.00	*	*	*	*	*

### NOTES

The Chief of Police may appoint new employees above step 1 depending upon the individual's prior experience and ILEA status. However, such appointments may not be above step 4. Newly appointed employees shall move up the steps on the time schedule shown. Employees on the payroll as of July 30, 2005 shall be placed onto the wage schedule at step 4 July 1, 2005, move to step 5 July 1, 2006 and to step 6 July 1, 2007.